



Close to 400 state employees attended the three-day ICSEW Biennial Training Conference held June 4-6 in Yakima. Humor and personal strength-building skills were the overriding themes shared by the dynamic speakers at this event. Governor Gary Locke is shown here on the last day of the conference. Also featured in this photo is one of the many ICSEW logo displays created by A.C. Davis High School in Yakima. See pages 8, 13 and 14 for more on the ICSEW conference. (Photo by Laura Leland)

InterAct joins FTE News Magazine

In a move to increase our readership, as well as cut printing costs, *InterAct* will now be published as an insert in the FTE News Magazine.

A bi-monthly publication of the Governor's Interagency Committee of State Employed Women, *InterAct's* print circulation will increase from approximately 5,200 to over 15,000 with this issue.

InterAct is also distributed electronically via email and the Internet to all state agencies and state universities.

We will be able to substantially decrease our printing costs and totally eliminate our current distribution system.

The ICSEW Executive Board would like to thank Art Mead, FTE Publisher, for this opportunity.

If you would like to know more about ICSEW, please visit our website at www.wa.gov/icsew.

Included at this Internet site are the names of agency representatives, important issues facing state employed women, back issues of *InterAct*, and links to other related websites.

Feel free to contact Donna Lynch, ICSEW Communications Chair and *InterAct* Editor, if you have any comments or suggestions. She can be reached at:

dllyn461@ecy.wa.gov
(360) 407-7529

Mentoring and How to Make it Work

By Debbie Robinson

Mentoring is one of the oldest forms of human development. The word mentor comes from Homer's book "The Odyssey." In Homer's story, Mentor was a close friend of Odysseus. Because of this friendship, Odysseus asked Mentor to care for his son Telemachus while he traveled. Mentor cared for and educated Telemachus for over 10 years, and during that time he was nurturing, supportive, protective, aggressive, assertive, and risk-taking. Over the years, the word mentor has come to be used to identify a wise and trusted counselor.

In his book "Mentoring: Helping Employees Reach Their Full Potential," Gordon Shea defines mentoring as: "A developmental, caring, sharing, and helping relationship where one person invests time, know-how, and effort in enhancing another person's growth, knowledge, and skills, and responds to critical needs in the life of that person in ways that prepare the individual for greater productivity or achievement in the future." According to Shea, mentoring is a voluntary action that

"goes beyond duty or obligation." It is above and beyond what is expected of normal working relationships.

Mentoring can be a shortcut to career success because it provides a safe, protected environment in which the mentee can learn and benefit from the mentor's experience without having to go through the trial and error of learning those same lessons. The mentor guides the mentee in developing skills, methods, and work habits, from effective writing to how to approach, manage and complete entire projects. The real benefit is that the skills are encouraged in a non-threatening environment.

Additionally, mentors can teach how to network and who to network with, providing introductions to business experts and resources. When major decisions or choices arise, the mentor can provide advice and encouragement. His or her skill in evaluating the situation, the mentee's skills, attributes, and natural talents can be very useful in helping to identify opportunities and options.

So how does a woman get a mentor? Finding a mentor can be a

challenge. Mentoring requires a broad base of experience, a high level of skills, and an ability to teach and nourish, as well as a generous and open nature. There are many women who want to be mentored but few mentors to help them. There are several approaches that can be successful in finding a mentor.

The Direct Approach. Identify a person you admire in your field and ask to speak to her at a convenient time. Explain that you know how busy she is, but that you want to improve your skills and knowledge. Ask if she would be willing to spend a small amount of time with you regularly, even 30 minutes a month, to review your situation and guide your progress. You can even ask for homework, such as books to read or presentations to attend. Most people are flattered by sincere requests along these lines and will probably be willing to help you. Some may not have time to see you in person but may be willing to mentor you by email.

The Electronic Support System. There are sites on the Internet that were designed as electronic

support systems to help women overcome challenges. Reading the advice given affords you the benefit of the guidance of successful women who are, in effect, mentoring you electronically. If you want specific advice, you can request it by writing to the editor and asking if the website will address a particular issue or by posting your questions on one of the bulletin boards to get a lively and informative discussion going.

Mentor Yourself. As we were reminded at our recent ICSEW training conference, "Everything you really need is inside yourself." You just have to focus on the areas you need to develop and then do whatever it takes to make yourself into the person you aspire to be. This may include activities such as seeking help and advice from others, attending college classes or study circles, and broadening your reading list. Although this approach may not give you everything you need, it certainly will increase your self-reliance and take you a long way down the road to career success.





2000 - 2001

Executive Board**Chair****Kathy Shore**

Department of Health
Mailstop: 47890
Olympia, WA
(360) 236-4951
kathy.shore@doh.wa.gov

Vice Chair**AnnyKay Melendez**

State Auditor's Office
melendea@sao.wa.gov

Executive Secretary**Marla Oughton**

State Services for the Blind
maroughton@dsb.wa.gov

Budget**Brenda Landers**

Higher Education Coordinating Board
Mailstop: 43430
(360) 753-7827
brendal@hecb.wa.gov

Communications**Donna Lynch**

Department of Ecology
dlyn461@ecy.wa.gov

Conference**Karen Dunn**

CTED

karend@ep.cted.wa.gov

Education**Gail Grosvenor-Nyreen**

DSHS

ggrosven@dshs.wa.gov

Health Care/Wellness**Janet McTurnal**

Department of Retirement Systems
janetm@drs.wa.gov

Membership**Sheila Johnson-Teeter**

Employment Security Department
sjohnson@esd.wa.gov

Promotional and Career Opportunities**Debbie Robinson**

Washington State Lottery
robinstd@lottery.wa.gov

Historian**Carol Maher**

General Administration
cmaher@ga.wa.gov

Child Care Task Force**Maryann Connell**

Department of Agriculture
mconnell@agr.wa.gov

Personal Strength and Humor Highlight ICSEW 2001 Biennial Training Conference

By Laura Leland and
Karen Dunn

Yakima was host to almost 400 state employees during the three-day ICSEW Biennial Training Conference held June 4-6. This biennium's conference dedicated its vision to helping women find balance and meaning in their personal and professional lives. Humor and personal strength-building skills were the overriding themes shared by the dynamic speakers at this event.

Opening activities for the conference included a presentation by Native American dancers from the Yakama Nation and a welcome from the Mayor of Yakima, Mary Place.

Guest speaker for the afternoon, Dr. Alice Rowe spoke to the issue of how to become the hero of your own life. Dr. Rowe creates and delivers training programs and public presentations that provide participants with tools for increasing personal and professional effectiveness. She used examples from the characters in "The Wizard of Oz" to illustrate four ways to become a hero:

- Face your fear and do it anyway.
- Follow your heart.
- Have an attitude of gratitude.
- Surround yourself with balcony people (people who support you).

Monday evening ended with dinner keynote speaker Kathy Buckley. Kathy is an award-winning comedienne and motivational speaker and bases her presentations on humor. "My comedy disarms people," says Kathy. "I love to make people laugh, but I love it even more if I can teach them something at the same time." Kathy is one of the most popular comedienesses in the country with material based on, among other things, her hearing loss. The audience at the conference were delighted by Kathy's wit and humor and also shared in some of the more serious moments of her presentation.

What many conference attendees did not know is that just previous to the conference, Kathy was repeatedly stung on her feet by jelly fish while vacationing near the Florida coast. Both of Kathy's feet were in horrible shape, she could not wear shoes or stand for any length of time without enduring unbelievable pain from the open wounds all over her feet. However, determined to fulfill her promise

to ICSEW, Kathy stood on stage for over an hour and entertained the audience without regard to any of the discomfort she had.



The second day of the conference was filled with nine repeated workshops. Workshop themes and guest speakers' topics included ways to use humor as a tool for defeating stress, techniques for increasing personal strength through networking and life-style changes, how to reduce the clutter of your daily life through feng shui, individual workstyles, experiential learning for teams, self defense for women, simplifying lifestyles, and finances for women.

In addition to the workshops, the day's program included keynote presentations on networking and celebrating the art of living well.

Wednesday was the final day of the conference, as well as the most memorable. Martha Choe (Director of the Washington State Department of Community, Trade and Economic Development) and Governor Gary Locke were featured guest speakers.

Ms. Choe shared her life story using a technique she calls "talk story." It's based in the Pacific Island tradition, and starts with the beginning of a person's life through the present. She talked about her Korean immigrant parents, life as a young girl, and her professional and political career. She deftly illustrated how a minority woman can achieve her dreams through hard work, support from other women, and

learning the work styles of men in our culture.

When Governor Locke took his turn at the podium, he cited some interesting statistics about women in Washington and the US.

- Women hold more than half (52%) of all state jobs.
- Forty-three percent of executive administrative posts, chiefs and directors are women.
- The U.S. has more women in elected office (41%) now than at any other time in history.

Governor Locke said that inequality is shrinking, but we're "not there yet." He also encouraged the audience by indicating we need to keep working to improve equality for every culture and both genders. He is also aware of the "glass ceiling" that exists in state government and the private sector. He said he is proposing initiatives to mitigate this problem so that all women have equal access to the same jobs and opportunities as men.

Conference attendees applauded loudly when the Governor announced that he just signed an executive order requiring all state agencies to adopt policies for tele-work and flexible work hours. State workers with families to care for will soon have more scheduling options. Locke ended his speech with a brief question and answer period.

The conference ended on a positive note where recognition was given to the ICSEW members that had worked on the planning of the conference since 1999. Closing remarks were provided by Kathy Shore, Chair of ICSEW. Kathy expressed her appreciation to the audience for their participation and encouraged the delegates to take advantage of opportunities that are available in state government and to pursue individual dreams and visions.

The biennial training conference is one of the highlight events offered by ICSEW. For more information on other events and issues that ICSEW is focusing on, you can visit ICSEW's website at www.wa.gov/icsew.

With this being my last issue of InterAct, I would like to take this opportunity to thank the members of the ICSEW Communications Committee for their hard work, dedication and creativity over the past two years. Many thanks go to Gina Hobbs, Kacy Brandeberry, Marla Oughton, Mary Farley, Teri McPike and Anne Yarbrough. Donna Lynch, Communications Chair and InterAct Editor

ICSEW 2001 Biennial Training Conference



Dancers from the Yakama Nation (upper left) performed the welcoming ceremony. Dr. Alice Rowe (upper right) talked about "How to Become the Hero of Your Own Life." Humorist Marilyn Grey (above) entertained us during her presentation on "Celebration and the Art of Living Well." Judy Koch and Doug Smith (left) were on hand to perform throughout the conference. Governor Gary Locke spent time with the Yakima press following his remarks to the ICSEW conference attendees. Yakima Mayor Mary Place (far left) welcomed us to her beautiful city.

Photos by Laura Leland and Donna Lynch

ICSEW 2001 Biennial Training Conference



**Photos by
Dee Dee
Bigelow,
Laura
Leland and
Donna
Lynch**

Production Coordinator John Pleasants (upper left) from A.C. David High School with one of the wonderful set designs created by the students. Conference Chair Karen Dunn and speaker Judy Fountain (upper right) have a little fun celebrating Judy's birthday; Martha Choe (above left), Washington State Department of Community, Trade and Economic Development Director, was guest speaker for the final day of the conference; Kathy Shore (above right), ICSEW Chair, networks with fellow conference attendee.



Farewell from the Chair

By Kathy Shore, ICSEW Chair

In the May/June issue of *InterAct* I wrote about my one-year experience as Chair. As my term is coming to a close, I have to say that I never expected to work so hard and enjoy it so much. In my four years with ICSEW, I've enjoyed the opportunity to be involved in the planning of interagency events, in writing articles on issues affecting women, in representing the ICSEW on the Governor's Domestic Violence Action Group, and mostly, have been privileged to do work that I am really proud of.

ICSEW provided me an opportunity to be innovative and creative, to grow and expand in ways that I never expected, and to think out of the box. I've grown so much from these experiences, and will take them with me wherever I go.

I would like to thank the members of my Executive Board for their hard work and support in my reign as Chair. Each one of these women is a "can do" person – each extraordinary and exceptional in her ability to make decisions, get things done, and follow through on every detail with little or no direction from me. Each one of these women is a leader in her own right. I am proud to have worked with them this year.

I would also like to acknowledge the women who coordinated the Lifting Mind, Body and Spirit Fair, Take Our Daughters to Work Day and the Governor's ICSEW Conference. These women took on additional committee assignments, donated countless hours of their personal time, and worked exceptionally hard to make these highly visible events a success. Lots of toil, sweat, and details went into these projects, and none of committee members complained. Working with each of them has been an honor and a privilege and they deserve to be very proud of their work.

I would like to thank our Governor, and the Governor's staff, for appointing me to this position, and for their strong support of ICSEW. It's been a wonderful year.